

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

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MINUTES OF THE MEETING HELD ON MONDAY 23 SEPTEMBER 2019 AT 2.00pm AT COUNTY HALL

MEMBERS PRESENT

(A denotes absent)

Christine Goldstraw OBE – Independent Member (Chair)
Councillor David Ellis – Gedling Borough Council (Vice Chair)

Executive Mayor Andy Abrahams – Mansfield District Council - **A**
Councillor Leslie Ayoola – Nottingham City Council
Councillor Scott Carlton – Newark and Sherwood District Council
Lesley Dalby – Independent Member
Councillor Tony Eaton – Bassetlaw District Council – **A**
Councillor Michael Edwards (substitute for Councillor Linda Woodings) – Nottingham City Council
Councillor Kevin Greaves (substitute for Councillor Tony Eaton) – Bassetlaw District Council
Suma Harding – Independent Member
Councillor Rob Inglis – Rushcliffe Borough Council
Councillor Richard MacRae – Broxtowe Borough Council
Councillor Francis Purdue-Horan - Nottinghamshire County Council
Councillor Stuart Richardson (substitute for Executive Mayor Andy Abrahams) – Mansfield District Council
Bob Vaughan-Newton – Independent Member
Councillor Daniel Williamson (substitute for Councillor Jason Zadrozny) – Ashfield District Council
Councillor Linda Woodings – Nottingham City Council - **A**
Councillor Jason Zadrozny – Ashfield District Council - **A**

OFFICERS PRESENT

Keith Ford – Team Manager, Democratic Services	}	Nottinghamshire County Council
	}	(Host Authority)
Pete Barker - Democratic Services Officer	}	

OTHERS PRESENT

Paddy Tipping - Police and Crime Commissioner (PCC)
Craig Guildford – Chief Constable, Notts Police
Kevin Dennis - Chief Executive, Office of PCC (OPCC)
Charlie Radford – Chief Finance Officer, OPCC

1. MINUTES OF LAST MEETING HELD ON 3 JUNE 2019

The minutes of the meeting held on 3 June 2019, having been previously circulated, were agreed as a true and correct record, and were confirmed, subject to the following amendments, and were signed by the Chair: -

- Bob Vaughan-Newton and Lesley Dalby are independent, co-opted members of the Panel and not Councillors as stated incorrectly on the agenda.
- Page 8, bullet point 5 – the problem of public phone boxes being used to deal drugs is not restricted to the Meadows area.
- Page 9, final bullet point – it is the Area Boundaries within the City that have changed, not the City boundaries themselves.

2. APOLOGIES FOR ABSENCE

Apologies were received from Executive Mayor Andy Abrahams, Councillor Eaton, Councillor Woodings and Councillor Zadrozny.

3. DECLARATIONS OF INTEREST

No declarations of interest were made.

4. REVIEW OF MEMBERSHIP - BALANCED APPOINTMENT OBJECTIVE

Mr Ford introduced the report and informed members that following the nomination of Councillor MacRae by Broxtowe Borough Council, the Panel is now politically balanced as Councillor MacRae is an independent member of that Council. Mr Ford stated he would inform the Home Office of the revised membership of the Panel.

RESOLVED 2019/016

- 1) That the revised membership of the Panel be noted.**
- 2) That the Home Office be informed of the revised membership of the Panel.**

5. WORK PROGRAMME

Mr Ford introduced the report and informed the Panel that changes to the Work Programme are likely as a result of that morning's development session and the follow up session due to take place on 9th October.

Members pointed out that the reference to the Proposed Precept and Budget report at the meeting on 6th February 2020 should be to 2020/21 and not 2019/20 and, similarly, the reference to the Appointment of Chairman and Vice Chairman at the meeting on 1st June 2020, should be to 2020/21 and not 2018/19.

Mr Ford spoke of the forthcoming Annual Conference for Police and Crime Panels to be held at the Warwick Conference Centre on 19th November, informing members that colleagues had found the event useful in the past, that finance was available to cover the costs of those who wished to

attend the event this year and asked members to inform either himself or Mr Barker if they did want to attend.

Mr Ford reminded the Panel that it had previously agreed to the former Vice-Chair, Councillor Debbie Mason, representing the Panel on the new national body, the National Association of Police, Fire and Crime Panels (NAPFCP), but that this appointment was not taken up at the time due to issues of political balance. Mr Ford informed members that pending clarification of the role, Suma Harding had now agreed to be the Panel's representative on the NAPFCP.

RESOLVED 2019/017

- 1) That the Work Programme be updated in line with Members' suggestions as appropriate.**
- 2) That any Members wishing to attend the national Police and Crime Panel Conference on 19 November 2019 contact Peter Barker or Keith Ford.**
- 3) That Suma Harding be nominated as the Panel's representative on the NAPFCP Executive Council and feedback be provided to future meetings of the Panel as appropriate.**

6. POLICE AND CRIME PLAN (2018-19) ANNUAL REPORT

The Police and Crime Commissioner introduced the report and highlighted the following key issues: -

- The Commissioner informed the Panel that the legislation required him to produce an Annual Report in each financial year.
- In this year's report, the Commissioner stated that the major theme throughout was partnerships. The Commissioner informed the Panel that the report contained details of work being undertaken with, among others, local authorities and the NHS. In the latter case the Commissioner informed the Panel that in the 2 Triage cars, community health nurses worked alongside officers with the result that people were admitted into care rather than custody and that funding had been secured to allow this service to operate through the day resulting in people being allocated better places of safety.
- The Commissioner stated that the report also heavily featured the work of Victim Care and informed members that they may want to look at the service's new website. The Commissioner spoke of the debate around who are the Police's customers - victims or offenders? - and spoke of the need to get the balance right.
- The Commissioner informed the Panel that construction of the Tri Force Service Centre in Hucknall was underway and that the report also contained details of the work of volunteers, including that of the Youth Commission, stating that although youths did over offend, they were also more likely to be victims of crime.
- The Commissioner drew the Panel's attention to Appendix C of the report, which contained an infographic showing the demand on Police, and stated that this gave a flavour of the pressure the Police are under.

In response to issues raised by Members, the following points were clarified: -

- The Commissioner confirmed that the increased funding would mean that the operating hours of both Triage cars could be extended and informed the Panel that the NHS had shown great trust in the service.
- The Panel were positive about the success of the Integrated Offender Management (IOM) scheme, commenting that the amount of money saved must be significant given that dealing with just one burglary cost £4k on average (at 2010 prices). The Commissioner stated that the emphasis from the Home Office and the Treasury is now on early intervention and that he was trying to persuade them to invest earlier in the process with priority given to prevention. The Commissioner reminded the Panel that the Chief Constable had set up two burglary teams last year with the result that burglary in Nottinghamshire was going down at a time when it was increasing elsewhere.
- The Commissioner stated that the report does not just contain details of the Force's successes and spoke of the work undertaken around '999' and '101' calls, with the budget for call takers set at 105%. The Commissioner informed the Panel that the number of '999' calls received had reduced slightly but that the Force continued to receive more of such calls than most other Forces. The Commissioner informed the Panel that in the summer, the Force had taken some '999' calls on behalf of other Forces when those other Forces, including the Met, could not cope with the number of calls received. In terms of '101' calls, the Commissioner informed the Panel that the service had been the subject of much debate and that a positive improvement had been achieved.
- The Panel referred positively to the partnership working between the Force and the Gedling Wardens and endorsed the neighbourhood policing work generally.
- The Panel referred to the critical HMICFRS report that followed an inspection of Nottinghamshire police custody facilities. The Commissioner responded by informing the Panel that a Chief Inspector had been tasked to work through the report's recommendations and invited members to visit the Mansfield Custody Suite where many improvements had been carried out. The Commissioner informed the Panel that planning permission for the Bridewell's replacement had been submitted and reminded members that those in custody needed to be treated with respect. The Commissioner stated that the new facility would be an improvement and reduce revenue costs and that he was confident overall that the Force was on track to make changes in the short term.
- The Panel questioned the Commissioner about rural crime, and he replied that he received a lot of correspondence on the subject, that he is a regular visitor to the relevant Parish Councils and that he was aware that a service needed to be provided to rural communities as well as to the City. The Commissioner informed the Panel that it was clear to him that some focus needed to be put in to some areas, including Harworth where there had been a recent spike in burglaries, and that he hoped to increase resources in the area of rural crime. The Commissioner spoke about the possibility of using Bassetlaw District Council's housing section in a positive way and using civil powers in the future and that he was awaiting a response from the Council about agreeing a way forward.
- The Panel asked the Commissioner about the level of satisfaction of Nottinghamshire residents with the Police's performance and the Commissioner replied that the Force was one of the few that surveyed its residents quarterly which allowed it to see changes over

time. The Commissioner informed the Panel that the feedback indicated that residents wanted a visible police presence on the streets with more emphasis on neighbourhood policing and that the HMICFRS had spoken of the erosion of this. The Commissioner confirmed that the Home Office was looking at employing more officers both nationally and locally.

- The Panel asked about the 16.7% increase in complaints against the Police and the Chief Constable replied that in the past one incident was regarded as one complaint whereas now one incident could generate several complaints. The Chief Constable stated that he viewed the increase positively as it provided the opportunity to learn and that he was keen to change the culture to one of learning from complaints. The Chief Constable informed the Panel that the main causes of complaints were around officer conduct including civility, the use of force and the keeping of property. The Chief Constable informed the Panel that the Force also received complaints regarding how often victims were informed about progress with their case and that this needed to be tailored around the individuals concerned.
- In response to a question regarding staff morale, the Commissioner replied that in common with other forces officers were being asked to do more with less. The Commissioner informed the Panel that there was a variety of support available with a good system in place that graded issues according to their severity. The Commissioner stated that the Force was about to undertake a staff survey in liaison with Durham University and also that meetings were held regularly where officers can come forward with suggestions for improvements.
- The Panel asked the Commissioner about the order of the recorded options when using the '101' service and asked whether the option to report an incident could be moved up the list. The Commissioner replied that the '101' service is commissioned nationally, that the service is due to be revised soon and that he would look into how it could be improved. The Commissioner informed the Panel that staff in the control room took a mixture of '101' and '999' calls, and while targets are exceeded for '999' calls, dealing with '101' calls was more problematical. The Commissioner informed the Panel that on 9th October they would be able to visit the control room, where systems are being modernised, but stated that ultimately better facilities would be available in the new building.
- When questioned about the impact of answering calls for other Forces, the Chief Constable replied that there is a national agreement in place which means this happens when call volumes are high or under certain circumstances, for example during a power outage, and that this would have an effect on the Force's figures. The Chief Constable informed the Panel that he would expect the same service to be provided to the Notts Force if it were in a similar position. The Chief Constable informed the Panel that '999' calls are prioritised, with the result that the Force's figures are one of the best in the country. In terms of the handling of '101' calls, the Chief Constable stated that the figures are the best they have ever been.
- The Commissioner stated that he had been informed that the application for the new Bridewell building would be heard in October and that the decision to grant planning permission would be one for the City Council alone to make.
- The Commissioner was invited to comment on the fact that crime overall had increased by 11.2% in Notts and replied by stating that the figures for Lincolnshire showed an increase of 33% and in Cumbria of 20%, but that no one believed that crime had actually increased

by those percentages in reality. The Commissioner informed the Panel that the Force had been inspected by the HMICFRS and its standards assessed and accepted the need for improvements but that it was difficult to assess the extent of the problems faced by using these figures.

- The Panel asked the Commissioner about modern slavery and surprise was expressed that the figures were going down rather than up. The Commissioner replied that the actual numbers involved are very small so that a small change can result in a large fluctuation to the figures. The Commissioner informed the Panel that a more sophisticated approach is being worked on in conjunction with Nottingham University who are the leaders in this field.
- The Commissioner informed the Panel that the increase in Domestic Violence (DV) could partly be explained by changes in recording practices, that the number of repeat offences continues to increase, and more work needed to be done on this, but that the issue was not one solely for the Police.
- The Panel asked the Commissioner to comment on the HMICFRS overall judgement for 2018-19 as 'good' and the Commissioner replied that in the past the Force's performance was assessed as 'requires improvement' but now was rated as 'good' in 2 of the 3 strands leading to the overall rating as 'good'. The Commissioner stated that the Inspectorate's recommendations are being monitored with a view to identifying which areas needed improving, though it had been noted that the Force was not good at predicting demand. The Commissioner informed the Panel that HMICFRS reports on 14 other Forces were due to be published soon and that it would be interesting to compare those reports.
- The Panel congratulated the Force on the good burglary figures and the Commissioner replied that this was due to an initiative of the Chief Constable's. The Chief Constable informed the Panel that burglary had been targeted after the figures were monitored over time and the consequent setting up of 2 specialist teams meant that travelling and local burglars could be tracked, with the result that burglary was now down by 10%, following on from previous reductions of 4% and 8%. The Chief Constable stated that he wanted to replicate this approach for robbery with the focus on prevention and the use of the IOM initiative.
- The Panel commented on the increase in Stop and Search of 47.4% mentioned in the Foreword of the report and made the observation that though the figures looked impressive it did not seem possible to make a meaningful comparison with the past. The Commissioner replied that he would deal with the issue of knife crime in the next report.

RESOLVED 2019/018

- 1) That the progress made be noted.**
- 2) That the issues raised by the Members in their consideration be collated and fed back to the PCC as the Panel's formal response to the annual report.**

7. POLICE AND CRIME COMMISSIONER'S UPDATE REPORT TO AUGUST 2019

The Police and Crime Commissioner introduced the report and highlighted the following key issues: -

- The Commissioner informed the Panel that as a result of discussions regarding demand, the Force had been working with an organisation called Crest who had forecast that the Force faced a shortage of resources. The Commissioner informed the Panel that Crest had concluded that in 3 – 4 years' time 260 extra officers would be required. The Commissioner stated that these findings had gained attention and that the Chief Constable was lobbying colleagues, the Home Office and the Treasury as a result. The Commissioner informed the Panel that the tools would be purchased from Crest so that the Force could produce the figures themselves in the future.
- The Commissioner spoke of knife crime and informed the Panel that the government had made £100m available to tackle the problem, £66m of which was for 'surge' capacity, that is, to put more officers on to the streets. The Commissioner stated that as a result of more officers on the streets and a larger knife team, the number of stop and searches had increased. The Commissioner informed the Panel that the remainder of the government money (£33m) was to be spent on early intervention and that work had taken place with the City and County Councils over the summer to divert youngsters away from knife crime. The Commissioner informed the Panel that the Force had also set up a Violence Reduction Unit (VRU) which was run by a director from Gedling BC and based in Loxley House. The Commissioner stated that the aim was to intervene early and publicise the consequences of involvement in knife crime. The Commissioner informed the Panel that knife crime had peaked in August 2018, it was now coming down slowly and hopefully had plateaued. The Commissioner informed the Panel that initially the £100m of government funding had been for one year but that now a similar sum had been made available for another year and that he was confident this funding would take place over a number of years. The Commissioner spoke of the need for a proper spending review to take place.
- In terms of the budget, the Commissioner informed the Panel that spending was on track after the first 6 months, though a slight overspend is currently being forecast.
- The Commissioner informed the Panel that the Independent Inquiry into Child Sexual Abuse (IICSA) had reported its findings, generating much publicity. The Commissioner informed the Panel that the report was an indictment of the work carried out in care homes in both the City and the County and that the report was also critical of the Force, both historically and when the abuse came to light, concluding that the police response had been slow and ad hoc. The Commissioner stated that the Force had built a team over time and that he was confident that the Force was now on top of the issue. The Commissioner spoke of the large amount of resources being put into counselling for survivors of CSA, much of it short-term, and informed the Panel that he was meeting partners on 8th November in an effort to bolster external support in this area. The Commissioner informed the Panel that an organisation called 'LimeCulture' was due to publish a report about the way forward and the Commissioner stated that he hoped to find more resources in the future.
- The Commissioner spoke of the extension of the Chief Constable's contract and informed the Panel that he had discussed the matter with the Chair and Vice Chair of the Panel before making a decision. The Commissioner stated that he had been keen to extend the

Chief Constable's contract given the problem of leadership recruitment nationally and informed the Panel that when some Forces had advertised the position of Chief Constable, they had received only one application. The Commissioner stated that it was a difficult period but that there were signs conditions were improving and spoke of the government's recent commitment to employ 20k more police officers nationally. The Commissioner informed the Panel that he was waiting to find out what the Force's share of the 20k would be but stated that a bid had been made for 150 more officers in this financial year and that a further bid for 150 – 200 officers would be made next financial year. The Commissioner informed the Panel that the Home Office had assured him that he would be informed of the decision on the Force's allocation this week, though the Home Office had previously stated that it would inform him of the outcome, and this had not happened. The Commissioner undertook to inform Mr Ford of the decision as soon as the Home Office had informed himself.

In response to issues raised by Members, the following points were clarified: -

- In terms of knife crime locally, the Panel spoke of the atypical nature of the two most recent incidents in the Meadows. The Panel also spoke of the solution to knife crime as not being the employment of more police but that it was a wider problem involving probation and health and perhaps it was a sign of things not being right in society. The Commissioner informed the Panel that he used to live in the Meadows, and while he would not talk about specific cases, the Commissioner informed the Panel that he was a regular visitor to the area and is aware of the problems the area faces. The Commissioner spoke of people's perception that they are at risk when they are on the streets and stated that though this was true the chances of being run over are greater than being a victim of knife crime. The Commissioner explained that much crime also took place in private and that attackers and those attacked often knew one another. The Commissioner also informed the Panel that 29% of those stabbed did not cooperate with the Police hinting that something was happening in the background. The Commissioner agreed that the solution to the problem of knife crime was not about employing more officers and informed the Panel that he would prefer it if a higher percentage of the extra £100m made available could be spent on prevention and education. The Commissioner stated that if that approach were to be adopted then it needed to be accepted that it would be a long-term piece of work. The Commissioner stated that the Force was good at policing the streets but that a lot happened on social media which was a challenge for the Force to handle.
- The Commissioner informed the Panel that he was confident that the extra 20k officers would be new, real officers with enough being employed to offset the number of officers who would be retiring. The Chief Constable informed the Panel that the Force was at the front of the queue as far as recruitment was concerned, with 175 constables being taken on. The Chief Constable informed the Panel that this level of recruitment would mean that retirees would be replaced, with more constables and fewer managers, and that the increased number of officers was as a result of the increase in the precept. The Chief Constable informed the Panel that the Force had received 800 applicants in the last 3 weeks so that there was not a shortage of good candidates with the graduates from the scheme run in conjunction with the University of Derby due to start work as constables soon. The Chief Constable reminded the Panel that there were on-costs associated with employing more officers including those for uniforms, vehicles etc. The Chief Constable spoke of the success of Operation Reacher in Bestwood which was helping to reduce crime and the fear of crime and stated that the intention was to replicate this approach in other areas. In terms of stop and search, the Chief Constable emphasised the need for searches to take place as a result of intelligence and stated that the right people were being targeted

in Nottinghamshire. The Chief Constable stated that this generation should not be unfairly labelled as most children are good children.

- The Commissioner agreed that 23k officers had been lost nationally since 2010 so that the recruitment of 20k officers would only partially restore former levels. The Commissioner informed the Panel that the Force had an aspiration to employ 2500 officers, that currently just over 2000 officers were employed, and that if the bids for extra officers were successful then the Force would be employing 2400 officers. The Chief Constable commented that the aim was for officers to be out in the field and investment in laptops had been made to facilitate this. The Commissioner spoke about PCSOs, informing the Panel that the aim was to employ 180 PCSOs and that recruitment was under way. The Chief Constable informed the Panel that the Force had a good record of recruiting constables from the ranks of the PCSOs which meant that local knowledge was retained.
- The Panel spoke of the problems with budget monitoring referred to in the report and the Commissioner replied that his concern was less about the forecast overspend, which represented only 0.5% of the budget, and more about the Multi Force Shared Service (MFSS). The Commissioner informed the Panel that systems were not working properly, that a crisis meeting with partners had been arranged and that consultants had been engaged with the aim of finding a way forward by the end of October.
- The Panel referred to the Police Constable Degree Apprentices (PCDAs) and the Chief Constable informed the Panel that they were the first in the country to be recruited from such a scheme. The Chief Constable informed the Panel that a degree was not required to become a policeman but that half of the Notts force did possess one.
- Councillor Williams spoke of the problems with policing in the Ashfield area, including response times and the level of confidence in the Police, and stated that the visibility of the Police in the area was negligible, with progress only being made when task forces were put in place. Councillor Williams asked about the plans for the Ashfield / Mansfield area in the future. The Commissioner replied that he had looked at the crime figures for the Ashfield area and they were significantly lower than the County as a whole. The Commissioner stated that a lot of time had been spent looking at the Ashfield area, including work that had gone into improving the response times in the area. The Commissioner stated that some of the statements made by local councillors had not been helpful and that he had spoken to Inspector Craig Hall and colleagues who had been distressed at the criticism. The Commissioner stated that if there was anything that needed to be discussed it could be done immediately. The Chief Constable echoed the Commissioner's comments, stating that his door was always open, that it was easy to undermine local police with comments and that it was important as leaders to ensure that the language used was appropriate. The Chief Constable informed the Panel that the Ashfield area receives substantial resources, which has led to a fall in burglary for example. The Chief Constable stated that planning in the area was not piecemeal or ad hoc and details were contained in the current Police and Crime Plan. The Chief Constable stated that the Force responded to local need via local inspectors and that this approach worked in all other neighbourhoods.

RESOLVED 2019/019

That the contents of the report be noted.

8. NATIONAL AND REGIONAL DEVELOPMENTS – POLICE AND CRIME COMMISSIONER UPDATE

The Police and Crime Commissioner introduced the report and highlighted the following key issues: -

- The Commissioner spoke of the fragmented and confused picture nationally and informed the Panel that he chaired the Police Reform and Transformation Board that debated how forces are managed at all levels.
- The Commissioner stated that the Airwave mobile communications network used by the emergency services was out of date and needed to be modernised. The Commissioner informed the Panel that a replacement had been due but had been delayed, was over budget and that no real programme was in place to bring the matter to a conclusion. The Commissioner informed the Panel that the debate between the Force and the Home Office on the subject was ongoing.
- The Commissioner referred to the Air Service which he informed the Panel was traditionally a helicopter service that at the moment had issues, although changes were under way. The Commissioner informed the Panel that the Service was costing the Force more even though they were using it less. The Chief Constable informed the Panel that the aim was to improve the coverage of the service but that there was no investment budget for a replacement service.
- The Commissioner informed the Panel that the first Nottinghamshire officer had been successful in gaining a drone licence. The Chief Constable stated that the drone could be used at fire scenes or for open ground searches for example, and that it was cheaper and more flexible than using the air service.
- In terms of forensics, the Commissioner informed the Panel that the aim was to have a network of forensic assets but that the network was broken. The Commissioner stated that the situation in the East Midlands was a good one and that discussions were taking place with a view to increasing the budget in this area next year.
- The Commissioner informed the Panel that many of the IT systems used by the Force were owned and managed by the Home Office and that the Force is involved in some initiatives that are broadly on track, though the timetable and costs are not readily available at the time of signing up. The Chief Constable informed the Panel that at times the Force could see the benefits of IT to others, for example with the CPS and sending papers electronically, but that the benefits were not always readily obvious to the Force.
- The Police's national IT Company has now been set up and the Commissioner informed the Panel that although it had had a difficult start it was now stable. The Commissioner stated that the MoD and the NHS both have teams that look into the future, but that Policing does not have this resource. The issue of IT would be discussed before the next spending round and the Commissioner stated that there was an argument for bringing the IT service under one umbrella.

In response to issues raised by Members, the following points were clarified: -

- The Panel felt that it was inevitable that drones would make the use of helicopters redundant given the high maintenance costs and environmental impact of the latter and asked the Commissioner where the drones were based, and could they be launched from anywhere. The Commissioner replied that whereas the helicopter service was based in Northamptonshire, which meant significant journey times to Nottinghamshire and the use of much fuel, the drones would be collected by whoever was on duty.
- In answer to a question over how risks associated with government contracts were managed, the Commissioner gave the example of the forensics service where a senior responsible officer reported regularly on the service. The Commissioner informed the Panel that the wider issue for forensics was the fact that over the last 4/5 years the budget has been cut by 50%. The Commissioner informed the Panel that as a result of these over severe savings two out of the three companies providing a forensics service were in financial difficulty. The Commissioner stated that the contract for the Midlands was secure, but that payments had been increased in order to achieve this outcome. The Commissioner informed the Panel that there was a debate going on about how far to intervene in the market and that there was also talk of bringing the forensics service back into the public sector.
- The Panel referred to the advantages to magistrates of adopting a computerised system which meant that files or photos were no longer being lost. The Commissioner replied that that system was just one of a portfolio of systems which included the development of a new portal for the public, which was due to be ready in the spring, and the expansion of the use of videoconferencing which was progressing well. The Commissioner informed the Panel that all of these IT systems had their own budgets which made co-ordination difficult.

RESOLVED 2019/020

That the contents of the report be noted.

9. BLACK AND MINORITY ETHNIC RECRUITMENT UPDATE

The Police and Crime Commissioner introduced the report and highlighted the following key issues: -

- The Commissioner informed the Panel that Peelian principles stated that the composition of the Force should mirror that of the community it serves. The Commissioner stated that in Nottinghamshire this was not the case as the percentage of the general population who were from a Black and Minority Ethnic (BME) background was 11%, whereas the Force's current BME representation was now 5.8%. Colleagues had helped to make progress in this area and the Commissioner informed the Panel that 20% of the entrants to the degree course had a BME background and the figure for 'Specials' was 40%.
- The Commissioner referred to cadet schemes and stated that they had been remodelled and that in disadvantaged areas the focus was on getting black youngsters on to the courses.
- The Commissioner informed the Panel that the planned recruitment of extra officers should allow the Force to increase its BME representation and stated that the Force was keen to work with communities with a lot of mentoring taking place to get candidates ready for exams. The Commissioner informed the Panel that he wanted to make sure

that communities were represented throughout the hierarchy and stated that he thought it was staggering that that there had only ever been one black Chief Constable.

- The Chief Constable stated that this was a difficult area and a work in progress, with the percentage of the general population from a BME background continuing to rise, meaning that the Force had to work to keep up. The Chief Constable informed that Panel that the Force had a black association comprising committed officers which had just marked its 20th anniversary with a celebration at Trent Bridge. The Chief Constable stated that all were determined to make progress in this area.

In response to issues raised by Members, the following points were clarified: -

- In response to a question about the changing communities in Nottinghamshire, the Commissioner replied that he had engaged with those from Somalia, Ethiopia and Eastern Europe and spoke of the large and dynamic Polish community in Worksop.
- The Panel commented positively on the Police presence at the recent Pride march and at the Caribbean Carnival and expressed surprise that BME representation in the PCSOs was not higher. The Panel expressed its concerns about the scheme which allowed direct entry to Inspector level, asking the Chief whether the entrants were being set up to fail. The Chief Constable replied that the scheme was a national one and that he shared the Panel's concerns.
- The Chief Constable spoke of PCSOs and informed the Panel that the BME representation here would alter given the level of 'churn' that occurs, that these were local jobs for local people and that he wanted the balance to change. The Chief Constable stated that both nationally and locally forces needed to continue to be positive and emphasised the importance of retention of BME officers.
- The Panel asked about the Force's awareness of those with a Roma background and the Chief Constable replied that in Nottinghamshire their numbers had increased over time. The Chief Constable informed the Panel that the Force did have a member of staff with a Roma background who was an important soundboard and who liaises with the Roma community.

RESOLVED 2019/020

- 1. That the Police and Crime Panel notes the work being done within Nottinghamshire Police to increase the diversity of its workforce.**
- 2. That the Panel notes that the strategy is currently being reviewed in light of the government announcement on the recruitment of 20,000 new police officers in the next three years.**

The meeting closed at 4.15pm

CHAIRMAN